

**CHARGE OF DISCRIMINATION**

This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.

Charge Presented To:

Agency(ies) Charge No(s):

☐ FEPA☒ EEOC**null**

and EEOC

State or local Agency, if any

Name (indicate Mr., Ms., Mrs.)

Home Phone (Incl. Area Code)

Date of Birth

Ms. Tammiika Frowner

(910) 973-2269

04091977

Street Address

City, State and ZIP Code

1744 Daisy Lane Fayetteville N.C. 28303

Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. (If more than two, list under PARTICULARS below.)

Name

No. Employees, Members

Phone No. (Include Area Code)

Fayetteville State University

**15+**

(910) 672-1146

Street Address

City, State and ZIP Code

1200 Murchison Rd. Fayetteville NC. 28301

Name

No. Employees, Members

Phone No. (Include Area Code)

Street Address

City, State and ZIP Code

DISCRIMINATION BASED ON (Check appropriate box(es).)

DATE(S) DISCRIMINATION TOOK PLACE

☒ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ NATIONAL ORIGIN

☒ RETALIATION ☐ AGE ☐ DISABILITY ☐ GENETIC INFORMATION

☐ OTHER (Specify)

Earliest

Latest

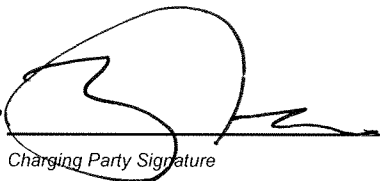
11/10/2022

4/20/2023

☒ CONTINUING ACTION

THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)):

Mr. Treadwell has used the Office of Human Resources as a conduit to punish former and current employees. On November 10th he served me Documented counseling paperwork. I have requested that we have one-on-one meetings online. My request was repeatedly denied by HR and Mr. Treadwell. He also has used my current supervisor to deploy the same tactic. My current supervisor wrote a disparaging Facebook Post about me and another colleague on December 12th, 2022. I followed the Grievance policy. The initial grievance was not substantiated. The complaint went to the State Mediators Office, and we came to an impasse. Later, that week I was served with my first unsatisfactory job performance, number one. On April 13th, I received the final university's decision of the Grievance filed. On April 17th I was served my unsatisfactory job performance number 2. I consider all three of these incidents retaliation. Also, I have been very outspoken since January 2021 because of the ill treatment and issues I saw against Douglas Ballard. I am being retaliated against because I spoke up on Mr. Ballard's behalf because he was being discriminated against based on his race. I have spoken on behalf of the staff to the Provost, HR Director and in the presence of Lawrence Treadwell.

<p>I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.</p>	<p>NOTARY – <i>When necessary for State and Local Agency Requirements</i></p>
<p>I declare under penalty of perjury that the above is true and correct.</p> <div style="display: flex; justify-content: space-between; align-items: flex-end;"> <div style="text-align: center;"> <p><u>5/2/2023</u></p> <p><small>Date</small></p> </div> <div style="text-align: center;">  <p><small>Charging Party Signature</small></p> </div> </div>	<p>I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.</p> <p>SIGNATURE OF COMPLAINANT</p> <p>SUBSCRIBED      AND      SWORN      TO      BEFORE      ME      THIS      DATE</p> <p><small>(month, day, year)</small></p>